



## Grantee Inclusion Statement

The Grand Rapids Community Foundation values organizations within our community that are committed to promoting the broad diversity and inclusion of our community. Through our grantmaking, we strive to partner with organizations that also embrace these beliefs and demonstrate them through their policies, practices, actions and impact. We seek grantees and partners that incorporate diversity and inclusion into their mission, governance board, staff, volunteers, vendors and constituents served.

We do not tolerate discrimination in any form.

To receive a general grant from the Grand Rapids Community Foundation, the organization must affirm that throughout their organization:

- 1) ***No person is excluded from organization services due to discriminatory reasons including*** age, disability, economic circumstance, race, ethnicity, gender, gender identity or expression, sexual orientation, world view, spiritual beliefs, marital status, national origin or veteran status.
- 2) ***No one is excluded from consideration for employment or volunteer participation, regardless of*** age, disability, economic circumstance, race, ethnicity, gender, gender identity or expression, sexual orientation, world view, spiritual beliefs, marital status, national origin or veteran status.
- 3) ***The organization strives to intentionally increase inclusive practices and incorporate diversity throughout its mission, governance board, staff, volunteers, vendors and constituents.***

Organizations that serve a specifically defined population in an effort to help populations overcome historic discrimination are not considered non-inclusive, or discriminatory. Organizations serving target populations per their mission, for example, girls, babies or older adults, would not be considered discriminatory. The Inclusion Statement applies to how an organization serves its specific target population as well as how it handles hiring and volunteer participation.